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FSA Chief Negotiator Jonathan Hughes performs at CEP 40th Anniversary Party

Is the Plight of the Academic Precariat* Going Public?



From the President

(*Precariat: a sociological term for a social class whose working lives lack stability and financial security.)

During a family reunion this summer, I got to know my 20-something nephew's girlfriend Emily. She's a psych major at SFU. I was asking about her chances of finishing her degree this year, and she told me her plans had been stalled, as she had wanted to do a directed studies course with a professor whose work she admired. She related how surprised and disappointed she was to learn that he couldn't take her on as a directed studies student, as he is a sessional lecturer, and did not know if he would even be working at SFU next year.

She said: "I had no idea that some of my profs were not full-time faculty. I was so surprised to learn this. I have a part-time job with a municipality as

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Upcoming Events

Non-Regular Faculty Committee Meeting
October 8, 2014
(see page 15)

Municipal Pension Plan AGM
October 16, 2014
(see page 13)

UFV Budget Forums
Chilliwack, Oct 23, 10am - 11am, A2428
Abbotsford Oct, 24, 11am - 12pm, B140

Fair Employment Week
October 27 - 31, 2014

2014 Retirement Dinner
November 17, 2014

FSA/UFV Holiday Dinner & Dance
December 6, 2014
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an animal control officer. We're part of a union, but I'm classed as an auxillary worker, so I don't get the same wages or benefits that regular employees do. It really shocked me to learn that some of my professors are in the same situation. I can't believe that someone with a doctorate degree who's a great teacher wouldn't be treated better."

Emily's surprise, I think, reflects several assumptions made by those outside the academy, ranging from a belief that achieving advanced qualifications that require years of study must surely be rewarded by a decent job, to a supposition that universities, being a repository of knowledge and enlightenment, must be at the very least good places to work.

I was, of course, able to fill Emily in on the historical and current (e.g. ever-worsening) situation with contract academic staff in most post-secondary institutions, which did nothing to reassure her about the integrity of her own and other universities. What I remember most about the encounter, though, is my surprise at her surprise. Previously, I had not considered how little students know about the working conditions of the people who teach them, or considered how the inequities embedded in the academy might disturb them.

It seemed strangely synchronistic, then, when a week or so later, CBC's Radio One ran a feature documentary called "Class Struggle" on one of their flagship programs, Michael Enright's Sunday Edition. (You can find a version adapted for print here: <http://www.cbc.ca/news/canada/most-university-undergrads-now-taught-by-poorly-paid-part-timers-1.2756024>. There is a link at the top left of that page that will take you to the actual documentary.) The uncomfortable facts and figures the documentary dramatizes are not news to me; however, because the target audience for the information is the general public, rather than those who work within the system, I heard the sad story with new ears.

Some of the facts seem preposterous. At Wilfred Laurier University, for instance, 52 per cent of students were taught by contract academic staff. Yet the wages paid to them represent only 4 per cent of Laurier's budget. This means 4 per cent of the university's budget is spent on teaching more than 50 per cent of its students. The article claims that tenured faculty at most universities typically teach four courses per year (OK, it seems the author did not factor BC's new universities into the mix) for a salary ranging between \$80,000 to \$150,000 per year. Contract faculty teaching those same courses earn about \$28,000. These facts leave little room to doubt that the situation is exploitative to a shocking degree, and that universities are using the unfair treatment of contract staff as the primary way to support a system that is chronically underfunded by government. Although careful not to suggest that inferior teaching is provided by contract academics, the article also calls into question the overall quality of education provided to undergraduate students under this system.

For me, hearing the documentary deepened my sense of moral jeopardy regarding the treatment of sessional instructors and auxillary and contract staff members at our institution. Although we call ourselves an "association," the FSA is a labour union. Is not one of the foundational principles of unionism equal pay for equal work? Many of us find ways to rationalize our violation of this principle, claiming that sessional instructors just need to teach, that they are not obligated to provide service work to the institution or to participate in scholarship or research the way that tenured faculty do. However, many of our sessional instructors faithfully attend department meetings, and undertake research, scholarship and professional development with scant or no funding from the employer. Although a few benighted sessional souls out there may think that involvement in these activities will pay off in terms of a full-time job in the future, most take on these largely volunteer activities out of a sense of professionalism and a sincere desire to do the best job they can for their students and their discipline.

Perhaps the situation is more black and white if we think of the situation for auxillary and contract staff members, many of whom work for years at UVF without job security or full benefits. Although the university does have a legitimate need for some temporary staff (e.g. education or maternity leave replacements) there seem to be some positions which are never posted as permanent jobs and are perennially filled by temporary contract staff, who despite having internal status, rarely seem to be the successful candidate when a permanent position opens. I offer,

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as an example, the decision of a young staff member who was bumped out of her full-time position a few months ago. Rather than bump into a full-time "C" contract position, she has opted to take a 50 per cent permanent position. I asked her why when it was clear that dropping to part-time will cause her financial hardship. She said that she's seen too many people who have been working for years on temporary contracts, who are rarely successful when applying for full-time positions. She thinks her chances of eventually competing for and winning a full-time permanent position are much better if she has an "A" or permanent contract, even if it is not full-time. I'm not sure if this is true, but it is a perception held by many.

For the last year, of course, many approved permanent staff positions have not been filled: the employer knew layoffs were coming, and instigated a temporary hiring-freeze, ostensibly to leave these positions open for laid-off staff. However, many of those positions were filled by temporary or auxiliary workers, as the jobs needed to be done. No doubt this presented a cost-savings opportunity to the employer, as temporary workers cost the institution less.

Moral jeopardy is not comfortable place to be. I know there are systemic and institutional barriers that prevent true equity for all the employees at UFV. Many of the benefits the FSA has worked to secure for permanent employees (e.g. education, sabbatical, scholarly and research leaves, to name a few) are paid for by the hiring of temporary faculty and staff employees. It becomes more and more difficult to fully represent all our dues-paying members, when the only way to meet the needs of permanent employees is to turn a blind eye to the exploitation of temporary employees. We can blame the way the post-secondary system is funded and the ever-growing cost of salaries for ever-growing numbers of excluded administrators and managers. We can rail against these things, but I don't think we can ask permanent employees to share their salaries or reduce their benefits to provide a more fair employment situation for contract employees.

Maybe what might improve the situation for all of us is a public who knows more about the post-secondary system's "dirty little secret," and who calls us on it. Frankly, I'd rather experience some productive public shaming than the sense of guilt I currently often fight to repress.



From the **FPSE Non-Regular Employees Rep**

Non-Regular Faculty committee meeting, Wednesday, October 8, 3-5 pm, Abbotsford, A203B

Clare Dale

About a week ago, I received an email reminding me that my contribution for Words & Vision was due soon. I will not set to paper here the words I used when I saw that email (in case souls more sensitive than mine are reading this), but suffice to say I was not a happy camper. Didn't they know it was a busy time of term? Didn't they know I had classes to prepare, students to see, classes to plan? As a sessional – or non-regular as they call it at UFV – I also had to deal with several hours a day being eaten up with commuting, a situation that does not lend itself well to writing op-eds.

I will admit that I thought about passing on contributing to this issue of Words & Vision due to my workload. But then I realized the hectic nature of my teaching career – the having to go here and there and everywhere to make ends meet while teaching several, disparate classes – was one of the reasons I became involved with the FSA. As a non-regular, it is impossible to survive without taking on work at several institutions, which means that like my tenured or full time colleagues at UFV, I am busily engaged in the activity of teaching a number of different courses each term. But, unlike my tenured or full time colleagues, I am doing all of this work for about 40 per cent less in terms of pay and no real tangible benefits to speak of. I reminded myself that this was why I wanted to be an involved non-regular at UFV; that this was just one of the reasons why sessionals here and throughout Canada and the United States are becoming more active in the quest for social justice in the academy.

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...FPSE Non-Regular Employees Rep's report continued from page 3

This issue of sessional exploitation has become a hot button topic in the news and social media lately and many of us think it is about time. The CBC's piece, entitled *Most university undergrads now taught by poorly paid part timers*, says it all. For those interested in reading the article or hearing the original interview, it is all available on their web site, here: <http://www.cbc.ca/news/canada/most-university-undergrads-now-taught-by-poorly-paid-part-timers-1.2756024>. While some might dismiss the article's main argument as being overblown, I can tell you it rings true, both for sessional lecturers in universities in the east and for those of us here in the west. Like our tenured and full-time colleagues, we teach because we love it; unlike our colleagues we have little if any of the advantages that come with working in an academic environment, like extended benefits packages or even support for research and scholarship. The term the CBC uses to describe us – the “Precariat” – is, sadly, an apt one.

In the United States, the movement for professional and social justice for adjuncts (the term used by most US institutions for their sessionals) is becoming very heated and emotional. One only has to take to social media to see/read the sometimes harrowing accounts of adjunct life there. On Twitter, for example, the discussion and debate generated under the hashtag “BurnItDown” (#BurnItDown) covers all aspects of adjunct/sessional life – from the low wages, to hostile work environments and other things too unsettling to detail here. One of the more prominent complaints on this and other social media feeds about this issue is that tenured and/or full time faculty do not care about this issue or are unwilling to support any betterment of sessional/adjunct working conditions. This is where I think the situation in Canada, and particularly at UFV, differs to some extent. Having only been here for a year, I have noticed that UFV has a sense of community that few other universities I have worked for can match. And this is why I have some hope for non-regulars here at UFV. Once made aware of the situation experienced by non-regulars, many of the tenured/full-time UFV faculty and administrative staff I have spoken to have expressed shock and support for non-regulars which gives me hope that, in this bargaining year, real change and justice can be achieved with the help of all of the FSA's members. The alternative does not bear thinking about.

To help raise awareness about the issues faced by non-regulars and other short-term, contract employees here at UFV, the Non-Regular Faculty committee (which was set up one year ago by former non-regular FSA representative, David Macdonald) is undertaking an information campaign that will inform non-regulars, tenured/full time faculty, administrative and other employees at UFV about the issues facing non-regulars and other contract employees and ways we can work together to solve them as a community. If you are interested in joining us in this effort, we would love to have you come to one of the meetings we will be having – the first is on Wednesday, 8 October 2014 (Room A203B) from 3-5pm. We are also working on future meetings and workshops and discussion groups for Fair Employment Week in late October.



From the **Chief Negotiator**

Struggle and strife

Welcome to the 2014-2015 academic year, UFV's 40th anniversary. This is an exciting time in UFV's history as it presents itself to our local communities and beyond; but it's also a difficult year for those who work at UFV because we need to bargain a new Collective Agreement in a challenging political and financial climate. As the incoming chief negotiator, I'm navigating a new landscape, and to be honest, I'm feeling a bit overwhelmed by the volume of details to consider as we commence negotiations with management, but alas, here we are!

We are going to have a rough ride this year as management works with limited resources to balance the budget and direct the workforce. I understand that more layoffs are inevitable, fresh on the heels of last year's layoff/bumping-rights debacle. The BC government will likely insist that we agree to a five-year contract with small increases in salary. As dismal as this scenario sounds, it yields leverage to negotiate for positive change in our

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working conditions. What do we need in return if we are to accept a five-year contract, certain layoffs, and little salary gain? I am optimistic that we can make gains in job protection, equity, and transparency, but salary remains an issue for UFV faculty because we are among the lowest paid academics in Canada.

In the spring, the FSA conducted a bargaining survey with 49 per cent of members responding. The bargaining survey indicates that the top five priorities for contract negotiations include salary, benefits, job security, working conditions, evaluation, and non-regular issues. Please refer to the FSA Bargaining Survey (http://www.ufv-fsa.ca/wp-content/uploads/2012/07/FSA-Bargaining-Survey_April-2014.pdf) and Bargaining Survey Summary (<http://www.ufv-fsa.ca/wp-content/uploads/2012/07/Bargaining-Survey-Summary-2014.pdf>). The results clearly indicate that we want stronger job protection and better working conditions, such as more vacation time, increased schedule flexibility, and increased availability to education leave. Non-regular issues include access to regularization, multiyear limited term appointments, and benefits. The treatment of temporary employees, whether they be faculty or staff, has made news in North America. Essentially, it is a public awakening to the contradiction of increasing costs for an undergraduate education, fewer resources to support excellence, and a reduction in the full-time work force. Furthermore, part-time workers are compensated poorly. Must we wait for others to develop a better model?

In June, Vicki Grieve, and I attended a Federation of Post-Secondary Educators of BC meeting for presidents and chief negotiators from its 19 member locals. It was nice to meet our staff representative, Lesley Burke-O'Flynn, who will help us prepare for and navigate the bargaining process. Some FPSE locals have started to bargain (e.g., Vancouver Community College, Academic Workers' Union, and Open learning), but early starters have a clear disadvantage given recent developments with BC Government and Service Employees' Union (five per cent salary increase over five years) and the BC Teachers' Federation (7.25 per cent salary increase over six years). The BCTF has accepted a pattern settlement (one per cent per year) plus some to make up for years when other public sectors received salary increases while they did not. How this will play out for us is uncertain, but it looks to me like the slight difference (less than \$2,000) between top of scale salary for school teachers and UFV professors will narrow.

A top priority before entering into contract negotiations is an evaluation of FPSE shared proposals to determine which are compatible with our local bargaining issues to determine if we can join its "common table." I look forward to learning more about the FPSE proposals at the FPSE bargaining coordination meeting on Oct 4 in Vancouver.

Carrying over from the last contract negotiations are Letters of Agreement on Faculty Instructional Workloads and Terms and Procedures for Tenure and Promotion. The latter was ratified earlier this month and is now an active part of our current Collective Agreement. Faculty instructional workload is another beast altogether. It is in operation in some faculties in the form of workload plans, but details included in the report will have substantial implications for Article 18 when written into the Collective Agreement. It is unclear to me if we can make substantial gains in flexible/equitable workload during this round of negotiations due to budget constraints and lack of a clear solution to some of the inequities that persist. For more information please refer to the Faculty Instructional Workload Final Report (<http://www.ufv-fsa.ca/wp-content/uploads/2012/07/20140526-JWC-Final-Report.pdf>).

The FSA and management will likely start formal negotiations in early November after the contract committee has had a chance to hold forums to discuss results of the recent FSA bargaining survey and the now complete LOA on faculty instructional workload. The committee will also meet with groups who see their work load as unsustainable: Health Sciences, Laboratory Instructors, Library Information Technology, Trades, on-line instructors, non-regular faculty and staff. Preparation for contract negotiations will include the following steps:

- Organize fora to discuss the FSA bargaining survey and the LOA on faculty instructional workload. Meeting with staff and faculty separately is essential.

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- Organize meetings with marginalized groups (e.g., academic support faculty, laboratory instructors, and Library Information Technology).
- Communicate with our FPSE representative to ensure that we understand the common table and best negotiate our local issues.
- Prepare proposals and have them approved by the FSA Executive.
- Hold a forum to discuss FSA proposals with members.
- Commence negotiations.

From the perspective of one member, "At this point, many of us feel we have agreed to the 'worst of both worlds,' as we struggle to meet shifting expectations with no additional resources or compensation." This description well captures the feeling of many of our members. My objective as chief negotiator working with a stellar contract committee is to craft and negotiate Collective Agreement language that reduces struggle and strife for all FSA members.



From the Faculty Vice-President

Union and a Matter of Definition

"College is an opportunity to stand outside the world for a few years, between the orthodoxy of your family and the exigencies of career, and contemplate things from a distance." - William Deresiewicz, *The New Republic* (July 21, 2014)

John Carroll

Uncle William, my father's oldest brother, came to the United States from Ireland when he was nineteen, the age of many of our students when they enter UFV. He got a job working in a steel mill in the industrial northeast. It was hot, exhausting, and sometimes dangerous work.

One day, having decided he was tired of eating his lunch while standing, he brought a three-legged stool to the mill. When the noon whistle blew, he positioned the stool, sat down, and taking a sandwich from his bucket, proceeded to eat his lunch. It wasn't long before the foreman came along, saw William sitting there, walked up behind him, and with a sure kick, knocked the stool out from under him, sending my uncle sprawling onto the floor. What the hell did he think he was doing? the foreman shouted. He grabbed the stool and left with it. My uncle never saw it again.

This was the story my father told me to illustrate the necessity for unions. I like it. It has a meaning for me beyond what my father intended.

At the top of the list of UFV's Strategic Plan ("Changing Lives, Building Community") is this statement: "The University of the Fraser Valley will provide the best undergraduate education in Canada." That's a lofty goal, and there's nothing wrong with that. As long as we do not become entangled in contradictions. Unfortunately, that is exactly what is happening.

The first mistake we made might have been the failure to define "education." We all assumed it was understood by all. But it was not. My understanding of the word does not mesh with what I believe is the government's definition. And perhaps I am being naive about the intentions of those empowered at UFV to make the key decisions, but I was under the impression when all this debate about UFV as a teaching intensive university began that we all agreed about that definition, even though we never spelled it out. I remember hearing a lot about the "transformational" power of a university education and I never interpreted that to mean something narrow and confined to the measurable.

We also have been experiencing of late stressful times due to budget cuts, lay-offs, bumping, downloading of work, restructuring, and so on. It's become evident that we have a morale problem. And why wouldn't we, given the tenor of the recent discussions?

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So I can only conclude that we are in a state of contradiction, for how can we confidently provide "the best undergraduate education in Canada" under these conditions? We say that's what we want, but we genuflect without a thought of protest to those whose ideas are the source of contradiction.

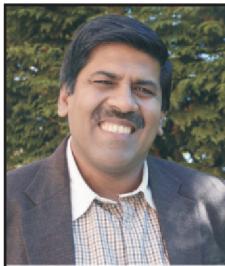
It is no secret that many in our provincial government possess a cynical attitude towards the value of a "traditional" university education. Their image of education reminds me of the 1929 German silent film Metropolis when at the opening we see the workers shuffling in and out of their place of work like robots, in step, heads bowed, eyes lifeless. There is a certain irony in their promotion of this model since the latest trend in the K to 12 touts the value of individualized education. That is certainly not what we are hearing when it comes to post-secondary education.

Sometimes I think I'm exaggerating, I must be. But then I consider a statement by Woodrow Wilson, made at the early part of the twentieth century, before he was elected president: "We want one class of persons to have a liberal education, and we want another class of persons, a very much larger class, of necessity, in every society, to forego the privileges of a liberal education and fit themselves to perform specific difficult manual tasks." It appears that our provincial government would subscribe to this philosophy.

To deflate this definition, I offer a quotation from John Taylor Gatto, a New York City educator and author of Weapons of Mass Instruction: "... young people are really captives of a desperate utopian scheme to hold them subordinate to the will of managers – a vast utopian scheme to extend their childhoods far beyond the natural term so they might better fit the hierarchical nature of corporate economies and corporate societies." John Gardner puts it nicely when he says: "The business of education is to give the student both useful information and life enhancing experience, one largely measurable, the other not." Many in the provincial government are uncomfortable with that which is immeasurable. Those of us who work here are not; we see the results every day of how education can transform.

This is where the idea of leadership comes in. We need those who are willing to defend our definition of education. And we need a strong three-legged stool – faculty, staff, and administration together creating the stability of a real university education. If not, it's the students who fall.

It will take all of us to firmly reestablish our definition of education – if that's what we want for our UFV students. We need leadership to stand up to the bully.



Rajnish Dhawan

From the FPSE Human Rights & International Solidarity Rep

Is the Government Pursuing an Elitist Agenda?

The BC Teachers' Federation's long drawn battle with the BC government brought to light an important issue that Canadians need to ponder privately as well as collectively. The issue is — do our children have a right to receive quality education or is quality education going to become the private domain of the rich and privileged? During the strike, while half a million public school students waited anxiously to go back to school, the wards of the rich and the privileged did not miss a single school day in their private schools; schools that have all the facilities that the BCTF wanted for the students of the public schools. The fact that these private schools are partially funded by public money makes the situation even more ironic.

The wage increase that the BCTF managed to receive is less than the annual rate of inflation. Other public and private sector employees are also facing similar circumstances. With a consistent annual decrease in the actual income of middle class families, their savings will dwindle and they won't have sufficient savings to help their children go to college. As a result more and more young people will struggle to find finances to fund their higher

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education. It won't be long before higher education will only be available to very same kids who were attending classes in private schools during the BCTF-Liberal government standoff.

The recent cuts in ESL programmes in community colleges that will leave hundreds of instructors jobless and thousands of international students and new immigrants devoid of language skills, seems to be yet another step by the government towards the creation of a two-tier system at all levels of education. With no or limited access to ESL resources, we will have people with little knowledge and understanding of the English language competing in the job market against those who are native speakers of English. The job options for the former group will be severely limited, and despite, in certain cases, having better qualifications than their English speaking counterparts, they will be forced to take survival jobs. As if we didn't already have enough Doctor Cabbies in this country. Isn't the denial of ESL services to international students and new immigrants an infringement upon their right to equal opportunity and a level playing field? Will it not create a two-tier system of English-speaking haves and non-English speaking have-nots?

In recent years, regular, annual funding cuts have become a norm at all levels of education. The cost of post-secondary education is getting higher with every passing year and the fact that unlike the previous generation, Gen Y requires a post-secondary degree to have any hope of leading a decent, middle-class life, this question becomes rather pertinent: does government's policy to gradually withdraw its support for higher education deny Canadians a fair chance to lead a decent life? Data from various agencies, including the Organization for Economic Co-operation and Development, of which Canada is a member, suggests that countries that rank high on the quality of life scale are the countries that invest heavily in higher education. The data also indicates that the citizens who have gone to college earn more than the median income, and are healthier than those who haven't. Are we denying our youth an opportunity to lead a financially, physically and emotionally healthy life?

The government's policies at all levels of education seem to be promoting an elitist agenda and the labour unions need to be on guard against this trend. The FPSE Human Rights and International Solidarity Committee meeting in September spent a major chunk of time discussing these disturbing trends. Vancouver Community College is spearheading the campaign to save ESL under the banner "ESL matters." For information about their events and how you can get involved in the campaign, please visit their website: www.eslmatters.ca.



From the **Secretary Treasurer**

Expense is constant and certain

Benjamin Franklin advised, "Gain may be temporary and uncertain, but ever while you live, expense is constant and certain" (The Way to Wealth). Sure enough, most of our Association's expenses are certain and anticipatable. A somewhat less-anticipated event in the first month of this fall semester was the stalemate between the teachers' union and the provincial government, which caused the longest teachers' strike in recent history. As a token of union solidarity, the FSA has donated a total of \$3,000 to the teachers' union relief fund, of which \$1,000 went to Abbotsford School District, \$800 to Chilliwack School District, \$700 to Mission School District, and \$500 to the Hope/Agassiz School District. The amount comes from our annual charitable donations budget.

The day-to-day accounting of our association's expenses is managed by FSA staff, Harman and Tanja. Thanks to their excellent work and the supervision of the Finance & Administration committee, we have kept the financial status of the association in fairly good shape. In this edition, we are pleased to present you with the accountant's Review Engagement Report (by Hanna Barton & Company Ltd), Statement of Financial Position, Statement of Operations and

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Statement of Changes in Net Assets for the fiscal year ended March 31, 2014.

Based on the Statement of Financial Position, by the end of the fiscal year, the association had unrestricted net assets in the amount of \$600,834, representing a 10.8 per cent increase over the previous year. The amount consists of \$277,477 in cash, term deposits and other receivables, plus \$327,871 invested with Richardson GMP, minus \$4,514 in accounts payable.

The Statement of Operations shows that our receipts in the fiscal year amount to be \$863,988, a 5.6 per cent rise from the previous year. The expenditures stood at \$806,283, a 2.9 per cent increase over the previous year. That resulted in an annual surplus of \$57,705, which increased the association's net assets by 10.4 per cent to \$610,899 in the Statement of Changes in Net Assets.

Financial Statements

UFV FACULTY & STAFF ASSOCIATION

Statement of Financial Position

March 31, 2014

(Unaudited)

| | 2014 | 2013 |
|--|-------------------|------------|
| ASSETS | | |
| CURRENT | | |
| Cash | \$ 273,611 | \$ 189,957 |
| Accounts receivable | 712 | 70,082 |
| Advances receivable | 1,938 | 2,461 |
| Prepaid expenses | 1,216 | 192 |
| | 277,477 | 262,692 |
| LONG TERM INVESTMENTS (Note 3) | 327,871 | 308,242 |
| TANGIBLE CAPITAL ASSETS (Note 4) | 10,065 | 10,837 |
| | \$ 615,413 | \$ 581,771 |
| LIABILITIES AND NET ASSETS | | |
| CURRENT | | |
| Accounts payable and accrued liabilities | \$ 4,514 | \$ 28,577 |
| NET ASSETS | | |
| Unrestricted net assets | 600,834 | 542,357 |
| Invested in capital assets | 10,065 | 10,837 |
| | 610,899 | 519,621 |
| | \$ 615,413 | \$ 581,771 |

UFV FACULTY & STAFF ASSOCIATION

Statement of Changes in Net Assets

Year Ended March 31, 2014

(Unaudited)

| | Unrestricted Net Assets | Invested in Capital Assets | 2014 | 2013 |
|---|----------------------------|-------------------------------|-------------------|-------------------|
| NET ASSETS - BEGINNING OF YEAR | \$ 542,357 | \$ 10,837 | \$ 553,194 | \$ 519,621 |
| Excess of receipts over expenditures | 58,477 | (772) | 57,705 | 33,573 |
| NET ASSETS - END OF YEAR | \$ 600,834 | \$ 10,065 | \$ 610,899 | \$ 553,194 |

Financial Statements

UFV FACULTY & STAFF ASSOCIATION

Statement of Operations

Year Ended March 31, 2014

(Unaudited)

| | 2014 | 2013 |
|---|------------------|------------|
| RECEIPTS | | |
| Dues | \$ 833,880 | \$ 802,751 |
| Social events contributions | 2,420 | 3,336 |
| Reserve revenues | 27,688 | 12,120 |
| | 863,988 | 818,207 |
| EXPENDITURES | | |
| Amortization | 2,516 | 2,337 |
| Annual general meeting | 1,846 | 4,468 |
| Charitable donations | 12,041 | 11,728 |
| Committee expenses | 5,035 | 2,862 |
| Communications/website | 6,777 | 11,417 |
| Delegate fees, training and seminars | 10,405 | 5,570 |
| Executive transition meeting | 4,869 | 4,258 |
| FSA Office staff (CUPE) | 110,990 | 92,996 |
| Federation of Post Secondary Educators fees | 366,314 | 356,308 |
| Fraser Valley Labour Council | 3,091 | 3,120 |
| Member Fitness | 1,085 | - |
| Membership recognition | 11,412 | 4,846 |
| Office and miscellaneous supplies | 11,433 | 8,273 |
| Professional fees | 8,196 | 7,323 |
| Release time | 235,255 | 249,310 |
| Social events | 8,922 | 13,932 |
| Travel | 6,096 | 5,063 |
| | 806,283 | 783,811 |
| EXCESS OF RECEIPTS OVER EXPENDITURES FROM OPERATIONS | 57,705 | 34,396 |
| OTHER INCOME | | |
| Loss on disposal of assets | - | (823) |
| EXCESS OF RECEIPTS OVER EXPENDITURES | \$ 57,705 | \$ 33,573 |



From the JPDC Co-Chair

The first JPDC meeting of the semester was held on September 24 and dealt mainly with old business. The revised Staff Educational Leave application package was reviewed and approved. This new application form clarifies and expands on the criteria used to determine eligibility of applications. This new form can be found on the Human Resources website in both the Professional Development and Forms and Publications pages.

(<http://www.ufv.ca/hr/professional-development/>) (<http://www.ufv.ca/hr/forms--publications/>)

As the majority of staff positions do not require credentials higher than a baccalaureate level, it was the decision of the committee that priority would be given to those staff members completing certificates, diplomas, and undergraduate degrees. A staff member, holding an undergraduate degree, who submits a plan to obtain a degree at the graduate or higher lever must demonstrate a direct correlation between the plan and an enhancement of his or her duties and responsibilities and a reasonable career goal in the staffing area.

A recap of the staff leaves awarded in 2014-15 include:

- Short term: three of three applications were funded for bachelor programs, total: \$52,928
- Long term: three of eight applications funded one for a bachelor program and two for masters programs, total: \$107,621
- Total cost of 2014-15 staff ed leaves: \$160,550
- 33 per cent of funding went to short-term leaves and 67 per cent to long-term leaves

...continued on page 11

...Joint Professional Development Co-Chair's report continued from page 10

- Unused funds from the 2013-14 fiscal year were rolled over into 2014-15 hence the higher dollar figure.

In addition to my duties on the JPDC, I am the FSA representative on the executive board of the Fraser Valley Labour Council. Municipal and school board candidates, seeking labour endorsement, attended the September 24th meeting. Eleven candidates from Abbotsford, Chilliwack, Mission, and Hope presented their platforms and participated in a question and answer session. While FVLC delegates expressed their concerns regarding two of the Abbotsford city council candidates, ultimately all received the FVLC endorsement. For more information on the FVLC follow the link to their website at www.fvlc.ca.



Laura Chomiak

From the Staff Contract Administrator

This has been an exceptional year for staff having to cope with not only the largest round of bumping in UFV's history, but having to deal with the ramifications of these losses and the plummeting morale and uncertainty that has encased the Institution. What started back in April 2014 with an approved budget by the UFV Board has led to eight rounds of bumping. Here we are five months later and staff members are still undergoing the bumping process, and anticipating what may happen next year.

If staff are searching for some silver lining in this unfortunate chain, I am pleased to say that to date no staff have been left without a job, and I'm hopeful that the bumping will be over by early October without any job losses. So where do we go from here? There are some important items and issues that are being addressed behind the scenes that I feel you should know about.

The first is your executive staff has formed an ad-hoc executive staff committee (thank you to Connie Cyrull who initiated the meeting), that will focus on issues and strategies to support staff, and where concerns may parallel faculty issues, both can be addressed simultaneously. The committee will also be examining Collective Agreement articles pertaining to staff that we may want brought forward for renegotiation during bargaining. The initial ad-hoc committee meetings will take place primarily with the executive staff, the faculty contract administrator, and the chief negotiator. As the agenda progresses we will also include the staff stewards, other FSA executive members, and invite staff to talk openly about the FSA bargaining survey (staff results), and what Collective Agreement articles now and in the future we should be looking at for possible clarification and/or modification.

Secondly, your FSA president and I have been meeting with human resources management to address the issue of staff morale. We are offering our input into what non-cost solutions we can offer to address this serious issue.

Thirdly, your staff executives have been diligent in bringing fitness classes back. The athletics department has taken over the implementation of the classes. The FSA will continue to meet with athletics to see what we can do to offer our assistance to ensure fitness class success on both CEP and Abbotsford campuses.

So what have I been doing to assist you? During the past seven of 10 weeks I have participated on an appeal panel, assisted some members who were off on short-term disability, supported members who were bumped, observed multiple SACs, offered guidance through disciplinary issues and bullying in the workplace, attended the FSA executive retreat, attended my first contract committee meeting, and my first labour and management meeting. In all of this, I have been putting your best interests first.

During the next few weeks, I am hoping to meet with staff who have recently relocated to new positions as a result of the bumping, as well as those whom I have not had an opportunity to meet with yet to discuss any issues or

...continued on page 12

...Staff Contract Administrator's report continued from page 11

concerns they may have encountered. I will also look at what we can potentially change in our current language that may alleviate some of those issues or concerns if we are faced with layoffs next year.

I wanted to take this opportunity to thank the membership again for their support and for this opportunity. If there is anything that I or your staff stewards, or staff VP can do to assist you, please contact us.



From the

Faculty Contract Administrator

The last few months have been extremely busy with much to do on behalf of our members, and with an upcoming round of bargaining to look forward to, I don't expect that things will get slower in the coming months.

Randy Kelley

In point form, some of the issues I have been working on include:

- Conversations re: medical accommodations and return to work policies and procedures
- Monitoring a workplace safety issue
- Helping member with 18.3(m) workload appeal
- Presenting a case to the FSA's internal Grievance Review committee
- Supporting member in discipline investigation with Dean
- Supporting member in harassment meeting with Dean
- Grieving SAC recommendation, pointing out requirement for employer to make decisions on fair, objective, and measurable criteria
- Working with member on determining nature of letter from Dean. (It was determined that letter in question was not disciplinary.)
- Supporting member in probationary evaluation meeting
- Attending FSA executive retreat and meetings
- Working with member to ensure workload is correctly attributed
- Attending Contract committee meetings
- Grieving a denied sabbatical leave
- Addressing questions regarding rights and duties of those on limited term appointment contracts
- Investigating and addressing issues related to copyright compliance

An ongoing theme of many conversations is how best to address the many issues of our many faculty sub-groups. I'm aware of the difficulties faced by sessional faculty, training day based faculty, health sciences faculty, lab instructors, and academic support faculty. I'm equally aware of the toll taken on our staff colleagues as a result of last spring's lay-offs. It's hard to believe that we are still in the bumping process, though hopefully nearing the end. I'm also aware that simply knowing of the issues and difficulties is only the first step; we need to continue our engagement with our employer in finding solutions to the problems we face. Our solutions need to be based on the notion of improving everyone's lot in our world of work.

As much as I know it's going to be a busy year ahead, I'm truly looking forward to working towards improvements on behalf of all of our members.

Municipal Pension Plan AGM

To all FSA staff members:

Employees are invited to attend the 2014 Municipal Pension Plan Annual General Meeting on October 16: taking action today for a secure tomorrow

Meet the trustees, learn more about sustainable cost-of-living adjustments (COLA) and keep up to date with the plan's financial highlights.

Details:

10 am – noon
October 16, 2014
777 Columbia Street
New Westminster, BC

If you have questions about the event, visit their website at

http://www.pensionsbc.ca/portal/page/portal/pen_corp_home/mpp_home_page/mpp_employers_general/mpp_agm/

or contact them for more information at
http://www.pensionsbc.ca/portal/page/portal/pen_corp_home/mpp_home_page/mpp_employers_general/mpp_contact/.



From the

Editor and Communications Chair

Fear of heights

Airline safety messages bring home the importance of putting on your own oxygen mask first. If you don't take care of yourself, you can't take care of anyone else. That's what we all need to do in these stressful times at UFV. Not only are we at the beginning of a busy fall semester, but we are also dealing with the fallout from last year's cutbacks and looking ahead to uncertain cuts coming up. Other executive members have written about how your union is working to find solutions: we're meeting to talk about staff-centred issues. Laura Chomiak, your new staff contract administrator, is working with those affected by bumping to come to the best possible outcomes for them; Jonathan Hughes, your new chief negotiator, is preparing for upcoming contract negotiations, and your entire executive is looking ahead to try to mitigate whatever's coming next. What's the worst that could happen?

I've met with some stressed-out UFV employees, so I know the pressure is on. Some of us are forgetting to breathe. Please take time to do something that relaxes you. I like to get outside and hike, but whatever it is that brings you down a notch, whether it's the gym, a glass of wine, a round of golf, a funny movie, or time with your family, make sure you make time to do this for yourself. We'll all be better off.

...continued on page 14

...Editor and Communications Chair's report continued from page 13

I spent the last part of this summer engaging in professional development, at an International Federation of Library Associations conference. On the trip home, I listened to Canadian Astronaut Chris Hadfield talking with Peter Mansbridge in what is an excellent interview that can be found on the CBC website (links to parts 1 and 2 are here: <http://www.cbc.ca/player/News/TV+Shows/Mansbridge+One+on+One/>).

In this interview, Commander Hadfield talks about fear. It's not that he doesn't have fear, it's that he's learned to manage it. Chris Hadfield said it's healthy to fear dangerous situations, like heights or encountering sharks. Of course Peter Mansbridge wanted to know more about the astronaut who walked in space, yet is afraid of heights. Chris Hadfield said that he reasoned that he couldn't fall while walking in space because he was moving with the space station in an orbit around the earth. He wasn't falling, therefore there was nothing to fear. A frightened astronaut does not make good decisions, so Hadfield prepares for situations before they arise, like your FSA is doing now. Some situations aren't predictable, but Hadfield prepares for what he can.

Chris Hadfield also talked about how astronauts take care of themselves physically and psychologically to mitigate the stressors in their environments. There's no shame in talking things through, in exercising, and in breathing.



From the
Staff Vice-President

I hope everyone enjoyed the marvelous weather we had this summer and managed to get some relaxation in as we look ahead to the year before us.

I would like to assure staff that the whole FSA executive and in particular, the staff executive are sensitive to the stress created by the additional workload due to the severity of the bumping this year. I understand that by the middle of next month "that" will finally be over and we can all take a sigh of relief. I would like to take this time to welcome the new staff contract administrator, Laura Chomiak, and thank her for her ceaseless efforts regarding staff members still being displaced through the ongoing bumping process.

Hopefully some of you will be working off that extra stress by utilizing the noon fitness classes, but if you have not been able to find a class that works for your schedule, I encourage you to contact Cheryl Van Nes, as I believe she is trying to do her best to accommodate as many of you as she can.

We look towards bargaining a new contract that will hopefully encompass most, if not all, of the items indicated on the survey you filled out in the spring of this year. Our new chief negotiator Jonathan Hughes will be guiding us through this process.

In the near future, I expect that Lisa Morry and I will be handing out hard copies of the *Words & Vision* which was initiated by Lisa last year, as well as continuing to bring forward staff interests as a member of several committees for the FSA.

FSA FAQs

Q: How can I get insight into how the FSA executive operates?

A: Come to an FSA executive meeting because that's where the big decisions are made. You'll get coffee and a muffin, and hear a lot of interesting discussion. You can even join in with voice but no vote. We meet once a month. If you'd like to attend, contact Tanja Rourke, local 4530 for details.

Welcome to the FSA Fun Corner

Introducing our cheesy limerick and/or haiku contest. Students, staff, and faculty, send us your best efforts! We will publish all entries, as long as they minimally conform to structural limerick and haiku conventions and are loosely related in theme or subject to UFV. Names of entrants will be entered into a draw for a great prize. Inquiries and submissions can be sent to tanja.rourke@ufv.ca.

Here are a couple of examples to get you started. They are written by Vicki Grieve, whose name will definitely not be entered into the prize draw, as this whole thing is her idea.

We're in a tight spot here at UFV,
nothing's the same as it used to be.
Our governance structure
might very soon rupture,
and Sodexo is priced beyond you and me.

Fruit-flies in office:

Time to empty my garbage:

No one else does it.

Non-Regular Faculty Committee

The Non-Regular Faculty committee is holding an open meeting to discuss issues affecting non-regular faculty at UFV. The meeting will be held on:

Wednesday, October 8th, 2014

3:00 – 5:00 pm

Abbotsford campus room A203B

Please join us for coffee and cookies.

FSA-UFV Holiday Dinner & Dance

Saturday, December 6, 2014

Rancho Hall, Abbotsford

Mark your calendars.

Kick off the holiday festivities with an evening of great food, excellent live entertainment and holiday cheer with colleagues and friends.

Details coming soon.

Fair Employment Week, Oct 27-31

1 OUT OF 3

33%
of university professors are on temporary or part-time contracts

30%
of young workers are on temporary contracts

But only
38%
of unemployed workers receive employment insurance even though we all pay into it



Fair for all!
Week of Action for Contract Academic Staff
FairEmploymentWeek.ca
27-31 October 2014

FSA Contacts 2014 - 2015

Executive

| | | Local |
|---------------------------------|-----------------|------------|
| President | Vicki Grieve | 4584 |
| Faculty Vice-President | John Carroll | 4148 |
| Staff Vice-President | Connie Cyrull | 4214 |
| Faculty Contract Administrator | Randy Kelley | 4354 |
| Staff Contract Administrator | Laura Chomiak | 4593 |
| Chief Negotiator | Jonathan Hughes | Room A406e |
| Secretary/Treasurer | Ding Lu | 4209 |
| Communications Chair | Lisa Morry | 2471 |
| Agreements Chair | Virginia Cooke | 4516 |
| JCAC Co-Chair | Gayle Noel | 4093 |
| JPDC Co-Chair | Vicki Bolan | 4543 |
| OH&S Co-Chair | Noham Weinberg | 4493 |
| Social Committee Chair | Ruby Ord | 4382 |
| FPSE Rep. Status of Women | Rhonda Snow | 4061 |
| FPSE Rep. Human Rights | Rajnish Dhawan | 4784 |
| FPSE Rep. Non-Regular Employees | Clare Dale | 4389 |

Faculty Stewards:

| | | |
|----------------|-----------------------|------|
| David Riel | david.riel@ufv.ca | 5461 |
| Bosu Seo | bosu.seo@ufv.ca | 4818 |
| Judy Larsen | judy.larsen@ufv.ca | 2302 |
| Debbie Wheeler | debbie.wheeler@ufv.ca | 4750 |
| Colleen Bell | colleen.bell@ufv.ca | 4396 |

Staff Stewards:

| | | |
|---------------|----------------------|------|
| Neil Webb | neil.webb@ufv.ca | 4205 |
| Jennifer Buss | jennifer.buss@ufv.ca | 4187 |

OFFICE ADMINISTRATION

| | | |
|------------------------------|-----------------|------|
| Member Services & Procedures | Tanja Rourke | 4530 |
| Finance | Harman Dhaliwal | 4475 |

What's Next on the FPSE Calendar?

For updates and upcoming meetings at the Federation of Post-Secondary Educators, visit their new website at <http://www.fpse.ca>

Help Save ESL in BC

Tell the BC government to restore ESL funding at our colleges and universities

Take action at:
<http://www.fpse.ca/take-action-esl-funding>

BC Federation of Labour Convention
November 24 - 28, 2014

words & vision

Newsletter of the UFV
Faculty & Staff Association

33844 King Road
Abbotsford, BC V2S 7M8

Tel: 604.854.4530
Fax: 604.853.9540

Lisa Morry, *Editor*
Tanja Rourke, *Layout*

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Contributions and ideas are welcome from all members.
Email: lisa.morry@ufv.ca